

Chaplain's Life Enrichment Program

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# TEMPERAMENT PROFILES

*understanding & living with yourself & others*

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# Goal of this workshop . . .

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- *Understand yourself & others better*
- *How a team is built upon differences*
- *How you see the world different from others*

# Your temperament

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- effects the way you see the world
- no right or wrong temperament
- understanding --> improves relationships
- determined by your preferences
- people with preferences opposite you

# Four Pairs of Preferences

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## 1. Extraversion vs Introversion

*other world vs inner world*

## 2. iNtuition vs Sensing

*innovative vs practical*

## 3. Thinking vs Feeling

*impersonal vs personal*

## 4. Judging vs Perceiving

*closure vs keep options open*



# E (75% of population)

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- *Likes variety and action*
- *Energized by people, recharges with people*
- *Thrives on a crowd*
- *Often good at greeting people*
- *Impatient with long, slow jobs*
- *Enjoy talking on the phone*
- *Prefers talking rather than writing*
- *Often acts quickly, sometimes without thinking*
- *Opens mouth, then engages brain*
- *Leaves wishing s/he hadn't said it*
- *Likely to GIVE more ulcers*

# I (25% of population)

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- *Likes quiet for concentration*
- *Fatigued by a lot of people contact*
- *Recharges in quiet, needs space*
- *Energized by reading, meditating*
- *Has trouble remembering names*
- *Can work on one project a long time*
- *Dislikes phone interruptions*
- *Prefers to communicate in writing*
- *Thinks before acts, sometimes without acting*
- *Engages brain, then may or may not open mouth*
- *Leaves wishing s/he had said it*
- *Likely to GET more ulcers*

# **S (75% of population)**

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- Focuses on the practical
- Focuses on what works now
- Likes an established way of doing things
- Works steadily, with realistic idea of time
- Works out of perspiration
- Usually reaches a conclusion step by step
- Are careful about the facts
- Practical, sensible, down-to-earth
- Can be a stick in the mud



# N (25% of population)

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- Focuses on possibilities
- Focuses on how things could be improved
- Dislikes doing same thing repeatedly
- Works in bursts of energy powered by enthusiasm, with slack periods in between
- Works out of inspiration
- May leap to a conclusion quickly
- May get their facts mixed up
- Creative, innovative, imaginative
- Can have head in the clouds



# **T (50% of population)**

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- **Makes decisions objectively & impersonally**
- **Principles, policy, laws**
- **Likes logic & analysis**
- **Responds more to people's thoughts**
- **Needs to be treated fairly**
- **Tends to be firm & tough minded**
- **Can anticipate logical outcomes of choices**
- **May hurt people's feelings without knowing it**
- **Is able to reprimand when necessary**
- **Has a talent for analyzing a problem or situation**

# **F (50% of population)**

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- **Makes decisions based on values & relationships**
- **Values, feelings, morale**
- **Likes harmony & team work**
- **Responds more to people's feelings**
- **Needs occasional praise**
- **Tends to be sympathetic**
- **Is good at seeing the effects of choices on people**
- **Enjoys pleasing people**
- **Dislikes telling people unpleasant things**
- **Takes an interest in the person behind the job or idea**

# **J (50% of population)**

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- **Likes to get things settled, decided, finished decisions**
- **“Get the show on the road!”**
- **“Wrap it up!”**
- **Meet that deadline!**
- **Likes closure, completion**
- **Plan ahead and work your plan**
- **May decide things too quickly**
- **Uses lists as agendas for action**
- **May get frustrated over change**
- **Schedules work so that each step gets done on time**



# P (50% of population)

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- Likes to keep options
- “Something else might turn up!”
- “There’s plenty of time!”
- “What deadline?”
- Likes to keep things open ended
- Adapt as you go, let life happen
- May have trouble making decisions
- Uses lists as reminders of things they have to do someday
- Adapts well to changing situations
- Deadline is the cue to start the job and work under pressure at the last minute to get it done

# Opposite Types

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**INTP** (*Architect*)

**ENTP** (*inventor*)

**INTJ** (*Scientist*)

**ENTJ** (*Military Leader*)

**INFP** (*Investigator*)

**ENFP** (*Journalist*)

**INFJ** (*Author*)

**ENFJ** (*Teacher*)

**ESFJ** (*Seller*)

**ISTJ** (*Preserver of tradition*)

**ESFP** (*Entertainer*)

**ISFP** (*Artist*)

**ESTJ** (*Administrator*)

**ISTJ** (*Trustee*)

**ESTP** (*Promoter*)

**ISTP** (*Artisan*)

# Opposite Temperaments

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**NF vs NT**

**SP vs SJ**



# **Dionysian Temperament - 38%**

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## **SPs - (ISTP, ESTP, ISFP, ESFP)**

- *Must be free!*
- *Will not be tied down, bound, confined or obligated*
- *“Today must be enjoyed for tomorrow may never come!”*
- *Spontaneous, sometimes impulsive*
- *Hungers for action*
- *Performers, dancers, athletes, racers, gamblers*

# Epimethean Temperament - 38%

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## SJs - (ISFJ, ESFJ, ISFJ, ESTJ)

- *Longs for duty, duty oriented*
- *Exists to be useful, service is a high value*
- *Schools are made up & run mostly by SJs*
- *Wants to belong*
- *Givers, caretakers*
- *"If I don't do it, who will?"*
- *Teachers, accountants, bankers, nurses, managers*

# Promethean Temperament - 12%

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## NTs - (INTP, ENTP, INTJ, ENTJ)

- *Power over nature fascinates the NT*
- *To be able to explain, understand, predict*
- *“Competence” is the NTs by-word*
- *S/he MUST be competent (can become an obsession)*
- *“I should know” . . . “I should be able to”*
- *Ability, capacity, skill, intelligence*
- *The most analytical of all the styles*
- *Scientists, lawyers, executives, military leaders*



# Apollonian Temperament - 12%

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## NFs - (INFJ, ENFJ, INFP, ENFP)

- *The most different of all the types*
- *Intuitive feeling*
- *Goal is “to become”*
- *Self-reflective*
- *“Integrity” is prime value for NFs*
- *Searches for unity, uniqueness, meaning*
- *Writers, professors, counselors, ministers, psychologists*

# How opposites help each other

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What is not represented is what you are weak in

- Your opposite is ***YOUR TEACHER!***
- Take the time to learn from shipmates opposite you
- Opposites complement each other
- There is no “right” way, no “good or bad” combination
- We are different by design, bring different values, gifts
- Differences make a team strong

# Summary

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- 1. Your temperament determines how you see the world and others**
- 2. Understanding yourself and others**
  - \* reduces misunderstandings and friction*
  - \* builds team unity*
  - \* helps to value our shipmates' strengths*
  - \* enables us to complement each other*
- 3. Success on any team demands variety of types**
  - \* different temperament see the same problem differently*
  - \* enables different solutions & ideas*